Introduction

Both Islamic and conventional leadership are very widely studied phenomenon. It plays an important role to an organization in terms of its productivity, absenteeism and turnover. Islamic leader is able to contribute in any organization by influencing the people because of his morality and honesty. Leadership refers to a process of influencing and supporting others to work enthusiastically toward achieving objective **(Koontz.** 1994) Northouse's (2007,) defined leadership as a process whereby an individual influences a group of individuals to achieve a common goal. Leadership is an organizing principle of considerable social impact. In any group, large or small, some individuals have more power and influence than others. The person with the most influence often assumes a position of prominence in the group and comes to be regarded as the leader. One of the suggested approaches of leadership views it as the ability of a person to guide the efforts of many persons in achieving some objectives.

They are both important in sound management but an Islamic leader who take from darkness into light and to the straight path of Allah under the guidance of Prophet (pbuh). A study ranking the most influential persons of human history ranging from 3500 B.C. until the year 1970 concluded with the remark as Michel H. Hart. "He (Muhammad) was the only man in the history who was supremely successful on both the religious and secular levels. He may well rank as the most influential political leader of all times". Along with high value leadership quality, the four functions of modern management were also evident in his system. He formulated prudent plans and displayed the finest organizing capability to lead and control a state organization most successfully. Leadership is a dynamic condition in which an individual confronts an opportunity, constraint, or demand related to what he or she desires, and for which the outcome is perceived as both uncertain and important. Leadership is a complex issue, so let us look at it more closely.

Leadership is commonly termed as a raw material. It takes different shapes in different fields in different names. The role that meets the leadership in the military field is called Command*;* in the ecclesiastical field it is known as ministry*;* and in public life it is called governance. In the field of industry and commerce the leadership role is named management. The term management has drawn the attention of all due to the industrial revolution and its influence on economy. Industry is one of the most dominant sectors of present world and management is the part of its ideology. It is true that the clock cannot be put back but now leadership is seen to be a very

important part of management. Especially in this age of high achievements, the balance of investments between management and leadership may be reexamined.

In fact management is an overlapping concept of leadership. Management in conjunction with leadership can produce orderly change and leadership in conjunction with management can keep the organization properly aligned with its environment. Perhaps it is the reason why today's world has become so much concerned about the composite concept on leadership and management. The balance of management and leadership skills reflects a critical but a rare combination that can lead to a greater success.

Bangladesh is a developing country, facing a lot of problems. Among them low productivity in organizational sector is one of the major problem and also morality problem mentionable here for honestly perform ones duty. Leadership Process in Management is not exceptional of it. The problem of Leadership Process in Management is worldwide, but these problems vary from country to country. Leadership process in management plays a vital role for the economic development of the country. The satisfaction of the employees, performance, productivity, proper decision making, disturbances handling, and others organizational activities largely depends on the quality leadership and sound management.